



**MCOLES**  
Michigan Commission on Law Enforcement Standards

**Mission,**

**Vision,**

**& Values....**


# THE MCOLES MISSION

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## THE MISSION OF MCOLES

*MCOLES executes its statutory responsibility to promote public safety in Michigan by setting standards for selection, employment, licensing, revocation, and funding in law enforcement and criminal justice, in both the public and private sectors. Under its authority, MCOLES provides leadership and support to the criminal justice community throughout Michigan.*



*We envision the  
following in fulfillment  
of our mission:*

# THE MCOLES VISION

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## **BUSINESS TRANSACTIONS**

Communication between MCOLES and its constituents is done via a secure electronic system that enables an agency to submit and obtain information any time that is convenient. Agencies and individuals are able to conduct business directly with MCOLES in a paperless manner and have full access to their own selection and training information.

## **FUNDING**

Dedicated funding supports most MCOLES activities, staff, and training, including mandatory in-service training. This funding provides a consistent and sufficient source of funding, permitting the development and direct delivery of enhanced professional training and services.

## **SERVICE**

The focus of MCOLES is on service to constituents through assistance to agencies with the emphasis on results.

## **LEARNING**

Training of recruits is problem-based with an emphasis on problem-solving, critical thinking, and multi-tasking using real-life scenarios. Graduates are assessed on their job-related competency.

## **ACCREDITATION**

Approved training providers are empowered to provide a high level of training because of improved funding and accreditation by MCOLES. Accreditation teams composed of representative groups of professionals assess training providers to ensure compliance with statewide standards.

## **CONTINUING EDUCATION**

The competency and professionalism of law enforcement officers is enhanced through mandatory in-service training covering both core and elective topics. The core training is MCOLES approved and delivered through accredited training consortiums.

# MCOLES VALUES

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## **RESPECT**

We value the unique and diverse skills, abilities, and perspectives of individuals.

## **ETHICAL CHARACTER**

We are honest, ethical, and fair. Personal integrity and professional ethics guide all our decisions.

## **LEADERSHIP AND PROFESSIONALISM**

We recognize our role as leaders in advancing the skills, knowledge, ethics, and attitudes necessary for achieving and maintaining professional excellence.

## **ACCOUNTABILITY**

We accept responsibility for our behaviors, decisions, and actions.

## **COMMITMENT**


We understand our mission and our individual roles in its accomplishment; we dedicate our energies and abilities to its fulfillment; and we are willing to make sacrifices in its attainment.

## **PARTNERSHIP**

We recognize that more can be accomplished when individual actions are taken in trust and cooperation rather than separately.

## **COMMUNICATION, CONSULTATION, & SHARED DECISION-MAKING**

We value clear and open communication. We encourage involvement, information sharing, and collaboration in the decision making process.



*With values at the  
foundation of our  
decisions and actions,  
we seek to create a  
culture that supports  
individual and  
organizational success.  
In pursuit of our goals,  
we embrace these values.*